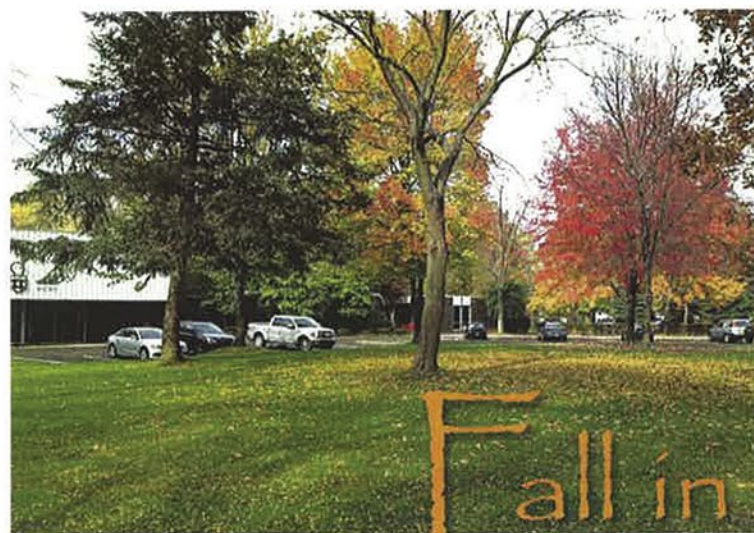
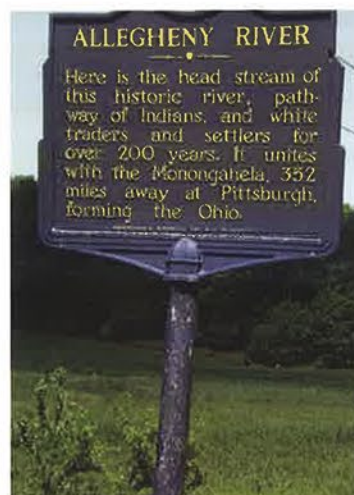




HEADQUARTERS



Fall in Pennsylvania



This sign marks the beginning of the Allegheny River in Potter County, Pennsylvania.

Western Pennsylvania with its rivers, valleys and rolling hills is especially beautiful in October as the leaves begin to change color. Seemingly overnight the landscape magically transforms from the green hues of summer to the vibrant yellows, oranges and reds of October. The Robroy Headquarters campus in Verona is not immune from this beauty. The many sugar maples that surround the property never fail to dazzle with their brilliance.

Looking across the back of the property you are greeted by the Allegheny River, which starts as a small trickle in a farmer's field some 350 miles north of Pittsburgh. Similar to the landscape, the river often takes on its own brilliance, as it transports the fallen leaves from the surrounding hills on its slow meandering journey to Pittsburgh where it joins the Monongahela River to form the mighty Ohio.



Chairman's Message

For the past several years I have commented in our holiday issue of the Bagpiper that we are fortunate to be doing so well in a difficult and uncertain economy. I feel blessed to be able to say the same thing again this year.

It's individual efforts by all team members that create team success and I'd like to take this opportunity to thank each and every Robroy Associate for doing his/her part in making 2012 a successful year for Robroy. It appears that 2013 will be even more challenging, but for now let's just pause and celebrate our successes.

Best wishes to you and your families and again...thank you!

20 Years of Service

Rob McIlroy celebrated his 20-year Robroy Anniversary on August 31st. He has served the company at the Verona Plant, the Gilmer facility and now as Vice President at Headquarters. His service award was an auto vacuum for deluxe detailing, a Vac N' Blo 4.0 peak horsepower wall-mountable vacuum with high capacity power, 24 feet of hose, wall mount bracket, two 20" extension wands, pik-all nozzle, crevice tool, powerizer air maximizer, magic air inflator adapter, dust brush, 4-piece micro cleaning tool kit, swivel wall and floor brush and a 12 foot grounded power supply cord. Wow, Rob! Your wife better never find a spec of dirt in your vehicle...or hers!



Peter and Rob McIlroy

Congratulations and many thanks for your 20 years of service to the Company.



Rob McIlroy (Vice President) and Greg Czegan (Corporate Controller) pose for an anniversary photo. Rob has been with the Company for 20 years in a number of capacities and Greg began his Robroy career a little over a year ago.

Murder at the Bridezilla's Wedding

Is there a new career on the horizon for Debbie Kennelly, Corporate Project Coordinator? Debbie showcased her theatrical talent in a murder mystery/comedy dinner production at the Oakmont Elks Lodge titled "Murder at the Bridezilla's Wedding." Debbie played the part of the Bridezilla's stepmother, a former Navy Seal and Secret Agent for the FBI. The dinner-play was presented to the general public on September 28th and 29th and again on October 6th.

The play focused on two unlikely suitors brought together in marriage because they each thought their future families were wealthy. And of course, since it is a murder-mystery, one of the members of the wedding party is murdered. Between the bridal party, the wedding planner, both families and the wedding crashers it was hard to decide who might be the guilty party. Judging by the reactions of the audiences, the play was a huge success.

Proceeds from the play fund programs sponsored by the Oakmont Elks including local student scholarships, local youth basketball programs and other youth oriented activities, drug awareness for youth and various veterans service programs.

Debbie says that autographs are available upon request.

Stahlin Visitors

Stahlin Associates Nicole Reeves, Corporate Payroll Administrator, and Christina Ayres, Accountant, traveled from Belding, Michigan to Headquarters in Verona, Pennsylvania in late September to do some intercompany training and to perform an accounting audit. Robroy utilizes the skills and expertise of associates throughout the company to familiarize new employees with corporate policies and procedures, as well as make sure that departments are functioning optimally.

Headquarters Associates Mike Deane, Anil Kewalramani, Greg Czegan, Jean Liberto, Tina Kennedy and Kim Rafaloski took Christine and Nicole to Monterey Bay for dinner one evening during their visit. The restaurant is on the top floor of a high-rise on Mount Washington with a spectacular view of the city of Pittsburgh.

Nicole participated in the Headquarters Health Fair, while in Verona.



Headquarters Associates hosted dinner at Monterey Bay. You can catch a glimpse of Heinz Field, home of the Steelers and Pitt Panthers football, over Anil's shoulder.

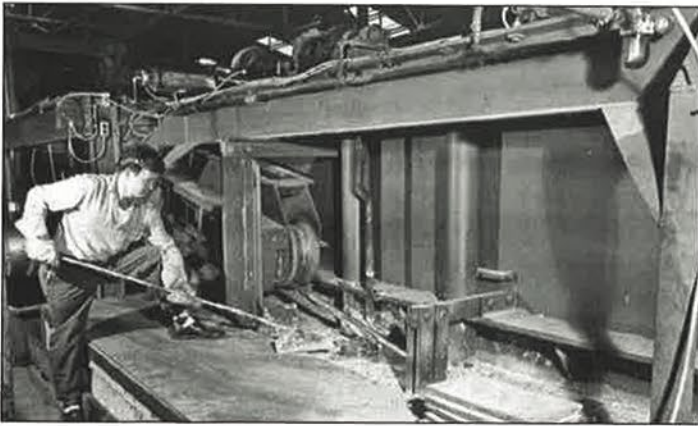
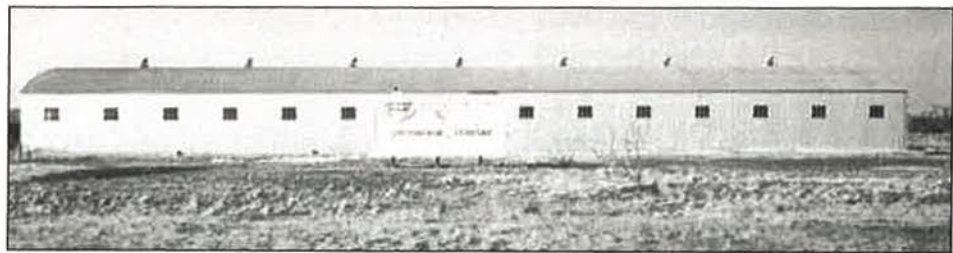
Reminiscing

Robroy retirees are still loyal associates, even after years of retirement. They read each issue of the Bagpiper and reminisce about the days they spent with the Company. Occasionally, Peter McIlroy receives letters from retirees like the one published on page 4. As he said in a return letter to Ms. Capoferri, he delights in hearing from retirees.

Theresa worked at the Robroy facility in Morrisville, Pennsylvania. For those associates who were not around during the Morrisville era, to follow is a little Robroy history lesson.

In 1952 Robert McIlroy, Peter's father, started an extensive expansion project out of the need to locate closer to a pipe mill. US Steel had just opened their Fairless Works in Morrisville, Pennsylvania and he chose to build there. The new operation had more room than the Etna, Pennsylvania plant and cement

Continued on page 4



Reminiscing

Continued from page 3

floors! An automated conveyor system for the cleaning and pickling operations was utilized, as well as for the hot-dip galvanizing process. The Company began to use trucks to haul in material and ship out product in place of rails and Mr. McIlroy introduced plant tours for manufacturing reps at this facility in order to increase their knowledge and understanding of the product.

In 1961 the entire operation was moved to Texas. However, in its place a custom molding plant took form following the purchase of two plastic related companies. It was at this location in Morrisville that Peter McIlroy began his career with the Company in 1965. The new plant was made-up of more than 20 injection-molding machines and an extruder for manufacturing PVC conduit. In the late 80's the entire plant was modernized, but the Saturday night before the start-up, the plant burned to the ground. Fortunately, all of the molds were stored in a separate building. The molds were then sold at a very good price to a competitor and thus ended the Morrisville chapter of the Robroy story.

For additional reading and interesting photographs about the history of Robroy go to www.robroy.com, click on "History." Scroll to the bottom of the page and download the Company history PDF. You will be glad you took the time to learn more about the Company.

Thank you, Theresa, for your kind letter. You are wished good health and much happiness.

Dear Robroy Industries, Sept 17-012
My name is Theresa Capoferri I was an employee of Robroy Industries in Morrisville, Pa. for 17 yrs., working the midnite shift 12-8. I am writing to say how much I enjoy the "Bagpipe" which I received recently. And loved reading every single page.
I am now a resident at Pickering Manor in Newtown, Pa. Having had a stroke 5 yrs. ago, cannot walk, well, but I'm getting there. Would appreciate if you keep me in your prayers. Thanks so much I loved working for Robroy and everyone. In closing I hope you liked this note and saying "Good Luck, Good Health" to all. at Robroy. May God Bless you all and please keep sending the Bagpipe. Sweetest,
Yours Truly,
Theresa Capoferri
c/o Pickering Manor
N. Lincoln Ave
Newtown, Pa 18940
P.S. Forgot to say,
I am 94 yrs old



Jeff and Rob McIlroy on Las Vegas Boulevard ready for the challenge.

A Little Bike Ride

Jeff and Rob McIlroy traveled to Las Vegas to participate in a 122-mile endurance bike race raising funds for the Leukemia and Lymphoma Society (LLS). The event kicked off at 5:00 AM on September 22nd of this year on Las Vegas Boulevard with 2,500 cyclists pedaling down the Vegas Strip accompanied by a police escort. Spectators included typical Vegas tourists who can normally be found on the street at that hour of the morning.

The participants proceeded to Lake Mead and on to Hoover Dam. Mile 75 marked their entry into Red Rock Canyon and after a 30-mile gradual climb the bikers experienced a welcome descent back into Las Vegas. All told, the ride took eight hours. The high temperature in Las Vegas for the day was 96 degrees, two degrees above normal, and the low was 72 degrees. It was probably a few degrees lower in the higher elevations of the race.

Jeff and Rob rode for an organization called Team in Training (TNT) and they said the experience was both rewarding and inspiring. They rode alongside a teammate whose daughter suffers from Leukemia. The 500 riders for this team raised \$1.5 million for the LLS with the Western Pennsylvania chapter contributing \$60,000.

Jeff and Rob took on this challenge in order to support a mutual friend's daughter, Amy. Amy has been searching for a bone marrow donor since 2003. As a result of the McIlroys' efforts, \$6,000 dollars (\$3,000 each) were raised to support this young lady and her ongoing fight against cancer.

To learn more about LLS and TNT, visit www.teamintraining.org.



Rob and Jeff take a little break at the Hoover Dam.

Flu Shots

Commonly, you hear people say that they don't need a flu shot or that they contracted the flu even when they did receive a shot. The truth is that influenza, the flu, affects 5 to 20% of US residents every year and a flu shot is your best protection against this highly contagious virus. Seniors over 65 years of age, children (especially those under 2 years old) and person's with chronic health conditions are the most susceptible to the flu. The Center for Disease Control (CDC) recommends an annual flu shot for most healthy people, especially those in the aforementioned demographics.

Flu viruses are constantly changing. For this reason, every year experts scientifically predict the three influenza viruses that will be the most common during the upcoming flu season: influenza B viruses, influenza A (H1N1) viruses and influenza A (H3N2) viruses. One flu virus of each kind is used to produce seasonal influenza vaccine. The 2012-2013 influenza vaccine is made from the following three viruses:

- an A/California/7/2009 (H1N1)pdm09-like virus
- an A/Victoria/361/2011 (H3N2)-like virus
- a B/Wisconsin/1/2010-like virus (from the B/Yamagata lineage of viruses)

Influenza vaccines protect against infection and illness caused by the three influenza viruses in the vaccine that research indicates will be most common this season. Flu vaccines will NOT protect against infection and illness caused by other viruses that can also cause influenza-like symptoms. There are many other viruses besides influenza that can result in influenza-like illness (ILI) that spread during the flu season.

Once antibodies built-up in the person's system, immunization begins approximately two weeks after the administration of the vaccine. Most vaccinations last throughout the flu season from October through mid-May, so it is best to be vaccinated as

soon as the shots are available. In 2011, 132.8 million doses were manufactured and 149 million are available for this flu season.

The Verona office held its annual flu shot clinic on Friday, October 19th for Headquarters Associates and their families. A nurse from a local Concentra medical center administered the shots on site.

More information about the flu, immunization and flu statistics are posted at www.flu.gov and on the site called Flu View at www.cdc.gov/flu/weekly/.

Headquarters Health Fair

Headquarters' September Wellness program took the form of a Health Fair. The fair dished out some very individualized attention. Char Welch from Duquesne University, along with five of her students, conducted the fair on September 26th. The students personally guided associates through four stations:

- Blood Pressure
- Heart Rate
- BMI (Height & Weight)
- Nutritional Assessment

At each station readings were taken and discussions followed. This enabled the associates to ask questions and get a handle (love handle at the BMI station) on what their readings meant.



Char Welch and students from Duquesne University



Anil Kewalramani and Mike Deane begin individual assessments.



Looks like Ms. Welch has your number, guys.



Peter McIlroy is about to have his blood pressure taken.



In the lunchroom, Anil is served his results.

Baby Boggiano



Christian James Boggiano

There is a new baby in the Boggiano home. Christian James Boggiano arrived on October 23rd at 7:45 AM weighing 8 pounds 3 ounces and 20 inches in length. His proud parents are David (Plant Manager) and Tricia Boggiano.



Grandma Sarah and Grandpa Chris DeCraene show-off the new addition to their family – Allison Renee Carter.

Allison Renee Carter was born at 8:39 AM on August 8th with some Stahlin Enclosures ties. Little Miss Carter at 6 pounds 4 ounces and 19 inches long is the granddaughter of Chris DeCraene, Press Operator, and

Press Operator Joe Michutka's niece. Chris and Sarah DeCraene and Joe and Jamie Michutka are proud to have the sweet young lady as part of their families.

Congratulations are extended to the Boggiano, DeCraene and Michutka families.

New Kids on the Block

Mark Bernecker recently joined Stahlin Enclosures in the position of Production Supervisor. In 1991, Mark graduated from Hope College in Holland, Michigan where he earned his undergraduate degree in political science. Fast forward 20 years and we find Mark receiving his MBA from Cornerstone University located in Grand Rapids, Michigan. Mark brings a resume full of experience to Stahlin, including 16 years with Universal Forest Products and an additional 11 years as a plant manager at production facilities in Ohio and Michigan.



Mark Bernecker – Production Supervisor

Mark and his wife, Shelly, have two daughters: Greta is 4-years old and Danielle is 2 1/2. The family resides in Grand Rapids where Mark enjoys spending time with his family. He is also an avid sports fan including MSU football and basketball. For those uninformed associates who live in Pennsylvania and Texas, we are talking about the Spartans of Michigan State University!

A new position has recently been created at Stahlin Enclosures, that of Plant Engineer. Mr. Chuck Korson stepped into those shoes on October 8th.

Chuck earned his degree in mechanical engineering from Michigan Tech University. Following graduation he spent five years with the Ford Motor Company, before moving on to United Solar Ovonic in 2006, when the opportunity present-



Chuck Korson, Plant Engineer, with his 24 5/8" 4 x 5 muley.

ed itself for him and his family to move back to his home town of Greenville, Michigan. At United Solar, Chuck served as their Engineering Supervisor until the recent closing of the company lead him to Stahlin Enclosures.

Adam, John and Taylor are Chuck and Cheryl Korson's three boys. Chuck enjoys spending time with his kids, woodworking and doing all things outdoors, including hunting, fishing and canoeing. Watch out Big Buck Contest. It looks like you have another contestant!

It's that Time of Year Again



David Jeffers, Press Operator, missed the part when he was told, "This will only hurt a little bit."

It is that time of year again, when so many people come down with the flu. The hacking and sneezing spreads germs far and wide and that multiplies the number of people who succumb to the infections that

accompany influenza. Coughing and sneezing transmits this contagious disease through airborne droplets containing germs. Touching surfaces or objects contaminated with the flu virus, then touching one's mouth, eyes or nose can also transmit the flu. Complications go beyond respiratory cold symptoms and can lead to pneumonia, dehydration and other serious conditions for persons with chronic health conditions.

At Stalin Enclosures 37 associates chose to take precautionary measures in October by receiving flu shots offered by the Company and administered on site. Several spouses took advantage of this opportunity, as well, through the Company's Wellness Program.

2012 Health Fair



A bit of precious blood from a finger prick helped to determine Josh Blair's (2nd Shift Press Operator) glucose numbers.

Everyone received their numbers – their good and bad cholesterol readings, blood pressure, height, weight (ugh) and glucose counts. The Fall Health Fair drew associates and spouses for their annual numbers check sponsored by the Company's Wellness Program. As a result of each associates participation some additional numbers were dished out. Each employee received 30 points toward their 200-point goal for participating in Wellness Program activities.

A Day To Believe

David Boggiano and Eric Faasen participated in the coin toss for the Belding Redskins September 21st football game.



We learned about the B Foundation last fall when Stahlin Enclosures became a corporate sponsor and participated in the first Day to Believe by providing pink gloves to all of the band members on September 23, 2011. Now, a year later, Stahlin again supported the B Foundation and their efforts to raise money and awareness for the families of cancer victims in the Belding Community.

In the foundation's first year they raised more than \$50,000 to assist 16 families affected by cancer in Belding. In addition they have held a blood drive, furnished guest lecturers to educate K-12 students about cancer, provided groceries and babysitting, paid utility bills and built wheelchair ramps in an attempt to lighten the burden of families dealing with cancer. Funds have been raised through the annual 5K Glow Walk/Run, drawing 300 participants, and through the sale of "Believe" t-shirts.

On September 21st of this year the Belding High School Redskins played for cancer victims. Their black uniforms bore pink lettering that read, "BELIEVE" and their helmets were highlighted with pink stripes. The stands were filled with pink t-shirts and the atmosphere was electric. Sponsors bought yard lines for \$10.00 and the game jerseys were sold after the event for \$100 each. Stahlin once again sponsored the coin toss and David Boggiano, Plant Manager, with Eric Faasen, Operations Supervisor, assisted at the 50-yard line prior to the game. It was a very nostalgic moment for Eric, as he recalled the 1997 season when he played for the Redskins as an offensive tackle on the State Championship Class B Team.

The Redskins were not victorious that night, but they played their hearts

out in a 38-31 loss to the Comstock Park Panthers. Coach Schwander stated, "What it does, from a coaching and player standpoint, is put everything in perspective. It makes it that much easier to move on to the next play. You know what, there are a lot more people struggling with a lot more than what we are dealing with." He also said, "It's a good opportunity for our kids to learn. Our school has done a great job educating them about cancer and people in our community on how we can help them."

More information on the B Foundation in Belding, Michigan can be found at www.thebfoundation.org.

Marine Graduate



This photo was taken on March 2, 2012 at Marine Corps Recruit Depot (MCRD) in San Diego. PFC Cory Zoerman poses with his proud parents and sister, Lyndsey.

Congratulations are in order for PFC Cory Zoerman on his graduation from Marine Corps "C" School in New River, North Carolina on October 26th. He graduated second in his class. PFC Zoerman has been assigned to Marine Corps Air Station Miramar in San Diego, California as a helicopter airframe mechanic. Cory is the son of Bart and Angie Zoerman. Angie is a Stahlin Associate in inside sales.

Thank you for your service to our country, Cory. You are wished the very best.

Band Invitational

The 2012 Belding Marching Band Invitational took place on September 29th at Rudness Field in Belding with ten bands taking part. Sponsors for the event included Belding Area Schools, Belding Band Boosters, Stahlin Enclosures, Lippinks Food Centers and Jeff Lambourne Farm Bureau Insurance. The weather that night was perfect, a balmy 68 degrees with a harvest moon, and the capacity crowd was treated to wonderful performances.

Although they were unable to compete, as host, the 108 Belding Marching Redskins paid tribute to "The Greatest Generation" with an exhibition performance. The focus of the performance was on the women who went to work at home, while their husbands went to war. As a member of the Michigan Competing Bands Association (MCBA) this was the Redskins first competition of the season in the Flight IV category.

These kinds of band competitions offer the participating bands an opportunity to perform in the MCBA State Finals in November at Ford Field in Detroit. After five competitions, the best three scores determine state participation. Rockford High School Marching Rams won the Belding Invitational with a score of 78.55.

Cindy Stowell from Stahlin Enclosures presented the trophies to the winning bands.



Cindy Stowell, Human Resource Coordinator, presented the trophies to the winning schools.



Lacey Taylor, Tina Taylor's (Press Operator) daughter, is a member of the percussion section for the Belding High School Band.



The Rockford High School Band, winner of the Belding High School Band Invitational, was impressive on and off the field.

LABOR DAY 2012



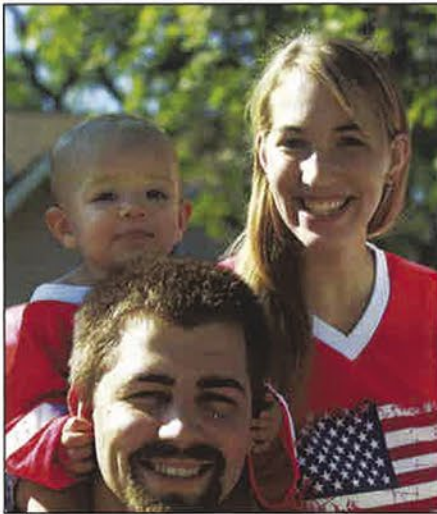
The Labor Day float included: Whitney and TJ Mitchell (Craig Mitchell's kids); Tonya, Glenna and TJ Mitchell (family of Tiny Mitchell); Denny Stowell (Cindy's hubby); Angie Zoerman; Roger Schroder and his sons, Nolan and Braden; Dave and Tricia Boggiano with their daughter Mikaela and family friend, Jake. We can't forget the special appearance of Power Ranger Sam Boggiano!



Stahlin Associates handed out red, white and blue pinwheels to the crowd along the parade route.

The 107th Annual Belding Labor Day Homecoming Celebration was bigger and better than ever and the weather cooperated fully, unlike last year. Stahlin once again provided the platinum level of support and sponsored one of the main performance stages and the 6th annual Friday night Twilight Parade. "Who is Your Hero" was the theme of the weekend and float participants were asked to think a little outside the box and come up with a unique prospective. Stahlin chose to salute the heroes within their own ranks and listed all of the Company's veterans on their very red, white and blue float. The Stahlin float took 2nd Place.

This year's festivities included two parades, a talent show, a car cruise, arts and crafts, a 5K run, a midway full of rides, a pet show, a blood drive, a dunk tank, live music, fireworks, a petting zoo, a bake walk, BINGO, a church service, face painting, a duck raffle and food, food, food, food, food and more food. Many Stahlin Associates participated in the events of the weekend and the Company is proud to be an integral part of this tremendous community event.



Fun for kids of all ages.



Thank you gentlemen for your service!



The Stahlin float could almost float with the number of balloons affixed to it.



A salute to America.



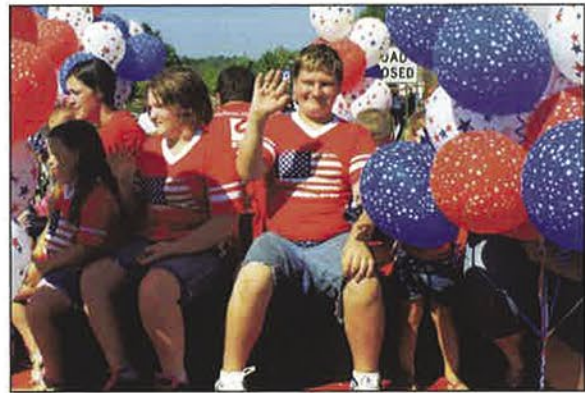
TJ, Whitney and Angie are all smiles.



"Here I am. Behind the balloon!"



The Company float was a salute to Stahlin veterans.



"Hi, Mom!"

Customer Corner

STAHLIN ENCLOSURES

Good Afternoon Jeff,

I know it has been quite some time since we had the pleasure to talk and work together but I wanted to reach out for two reasons.

The first reason being that I wanted say thanks to you and Pete for giving me the opportunity back in 1999 to be a part of your management team. I know I have said thanks in the past, but looking back after all these years, it is has become so much clearer how important that first step was at Stahlin. I still remember many of our talks and still reflect on them today. In my time since Stahlin, as a Coast Guard Officer I have seen many good mentors but also many lacking true commitment to both their mentee and the organization. In these unfavorable instances, there is truly is much more lost than the mentor can ever understand. I feel that now after 10 years since I parted ways with Stahlin I can honestly tell you that you both did a great job mentoring me. I truly appreciate the start you both gave me. I have continued to build on that start and have completed my B.A. and M.S. and also an additional Graduate Certificate program from the University of Duke last year. I work mostly as an Environmental Planner/Specialist with up to 30 people at 20 different Coast Guard locations in the southeast corner of the U.S. We currently live just west of Ft. Lauderdale, Florida and Steph, my two daughters and I are as happy as ever. I truly hope this message finds you well.

The second reason I wanted to reach out to you and the reason Stahlin came to mind is because while conducting an Environmental Compliance Inspection in Pensacola, Florida, I interviewed a Base Environmental Technician who raved over a water tight box that maintained its integrity during last few storms. The tech stated that after Hurricane Isaac passed through the box was completely submerged under water for up to 10 hours. I was surprised when we walked up to the box because it looked like a 12x10 Stahlin box. I opened it, and to my amazement it was indeed a Stahlin Enclosure. Pride swelled in me and I began to tell the tech all about my time at Stahlin and about the company. I am not at liberty to state exactly what electrical components are within the box due to security reasons, however I can tell it is part of the Coast Guards Search and Rescue program. I thought I would share this story with you in hopes that you might share with others at Stahlin. The Coast Guards search and rescue program did not falter during or after the storm, it did not experience a single hiccup because:

The SMC shop did their job.

The press operator did their job.

The CNC and/or gasket machine operators did their job.

The assemblers did their job.

AND the shipping department did their job.

Weak mix, a single crack or pitting, a bad gasket, poor assembly or damage during shipping could have caused a serious communication issue within the Search and Rescue efforts in Pensacola during the storm. Your team's efforts made the difference. The base tech was surely appreciate of your team's quality product and so are many others that will never even know it, because of the success of your team's product.

I wish continued success to you and your team. If possible, next time you have an opportunity while speaking to the plant please let them know I said hi and wish them all well. You lead a great team Jeff, keep up the great work.

Sincerely,
Hector Schmidt
USCG



Coast Guard enclosure

CONDUIT DIVISION

Hello Miss Donna Waterstraat,
Just wanted to take the time to let you know about one of your sales tech. I am very pleased with the efforts Chris Caldwell put in helping me.

I'm an Electrical Contractor, who at times needs questions answered or help locating a part or material. Its very refreshing when I find someone who is knowledgeable and ready to assist. I say this because its very rare, not that many people care.

Chris to me is exceptional...he listened, was patient, knowledgeable, answered my questions and made informative suggestions. I really walked away knowing a lot about my problem and your product. I'm also very confident as to what I need to say to my customer.

Should my customer decide to repair the existing installation, I will be sure to use your product.

Thank you for having a well equipped staff.

Alfredo Carreno
BRILLIANT ELECTRIC

CONDUIT DIVISION



Accuracy was the ticket at the Beanbag Toss.



The Conduit Division and Duoline Technologies had much more than this skeleton crew working their booth.



2nd Place!



Associates dressed in bright orange t-shirts and assisted the kids at each game station.



The Scarecrow Hula-Hoop Throw was a big hit.



That's one Power Ranger with an accurate throw!

TREATS ON THE SQUARE

At 4:00 PM on Saturday, October 29th, the ghosts and goblins, princesses and Power Rangers showed up at the Square in the center of town – Gilmer, Texas. Keeping with tradition, the Conduit Division teamed up with Duoline Technologies and erected a booth utilizing Robroy PVC coated conduit. Associates doled out candy and fun for all of the Halloweeners in town. The candy held out until 7:30 and long lines prevailed around the Square.

Robroy took second place in the booth contest that featured four stations: a Scarecrow Hula-Hoop Throw, "Stick the Ball to the Wall", a Fishing Hole and a Beanbag Toss. Help was abundant this year. Jennifer Kramer from the Conduit Division Inside Sales, her daughter Dalton and Mike Shipley, Jennifer's dad, pitched in. Jenny Cummins, Conduit Division Payroll/HR Support, and her fiancé, Chad Rose, manned the booth. Tami Leathers from Duoline Technologies showed up with her daughter, Lacey, who was the Conduit Division's Summer Intern. Amanda Murrell's daughter, Kenzie Smith, and Production Associate Sarah Brooks worked the booth, as well.

Treats on the Square originated 13 years ago as a safe alternative to trick or treating. The event enjoys a wonderful turnout of the community's children and some kids come from neighboring towns and counties. However, the 2012 event will sadly be the last. Participation by the town's businesses has dwindled from 60 to 70 booths at its inception to only 20 in 2012. Police Chief James Gruden attributes the decline in participation to the economy and the close proximity of the event to Gilmer's Yamboree Festival, which this year ended the weekend prior to the Halloween celebration. Robroy has been a loyal participant over the years and associates will miss the Halloween fun in the future.

The King and Dye

The Conduit Division, like all Robroy divisions, is a generous contributor to numerous charities and community events. Recently the Conduit Division participated in "The King and Dye," a woman's golf tournament the proceeds of which benefited the Wounded Warrior Project. The tournament title was a play on words - an Elvis theme at a Pete Dye golf course.

The Lady Dye Cup Tournament was held at the Stonebridge Ranch Country Club in McKinney, Texas on September 19, 20, 21, 2012 and hosted by the Stonebridge Woman's Golf Association. Sandy Bauder and Joann Slaton organized the tournament as a two-person team event. Participants had to have a verifiable USGA handicap index, max of 36, and the event fee included two rounds of golf and cart, one practice round, a cocktail reception, two continental breakfasts, two lunches, prizes, gifts, awards and a guaranteed good time.

In an e-mail to David Marshall following the tournament, Ms Bauder joked that she and her partner came in last and that her partner bid on golf lessons and won!

The Conduit Division was the largest contributor to the event and, along with other sponsors, a silent auction and raffle, the group nearly doubled their projected goal of \$5,000.



The Conduit Division was a major sponsor of the Lady Dye Cup.



Can you guess who is wearing the blue suit?



Elvis and some of the golfers after a good day on the links.



Stahlin Enclosures also sponsored the tournament.

New Hires

Robroy appointed Lauren Conley as Human Resource Manager for the Conduit Division and Duoline Technologies. Lauren brings extensive human resource experience to Robroy Industries focusing on recruiting and training. Prior to joining Robroy she spent six years in the investment banking industry as a vice president, Global Training Manager and Global Head of Internship and Graduate Programs. She obtained her human resource education in the United Kingdom and holds a Chartered Institute of Personnel Development certificate in personnel practice, a certificate in recruitment and employment law and a national vocational qualification in HR personnel support.



Lauren Conley - Human Resource Manager

Originally from England, Lauren and her husband, David, now reside in Tyler, Texas with their 4-year old son, Joshua. Lauren met David, a US Navy Veteran, in Australia while skydiving in 2003.

Welcome to the Robroy team, Lauren.

Educational Opportunities

Education is a vital part of the Robroy Vision and furthering the education of Robroy Associates is taken very seriously at all divisions. Associates from the East Texas locations were invited to participate in a CPR/First Aid class held at the Duoline Technologies plant in Gilmer on Saturday, September 8th. Shane Rust and Anthony Marshall from the Longview Fire Department conducted the class with 21 associates completing the half-day hands-on program. A highly positive response from the class produced an invitation for Shane and Anthony to return on October 13th and present further training.



Shane Rust and Anthony Marshall presented the CPR instruction in an interesting format.



Plant personnel and office staff participated in the CPR/First Aid instruction.

In addition to the training provided by the Longview Fire Department, John Grubbs conducted OSHA (Occupational Safety and Health Administration) training sessions. The sessions consisted of 10-hours of instruction held in two gatherings for each of the three East Texas divisions. Offered in September and October,



Hands-on interaction gave associates the opportunity to put what they learned into practice.



Eight stations enabled everyone to take part in the practice sessions.

session topics included Electrical Safety-Arc Flash, Hazardous Waste and Storm Water.

As a certified OSHA General Industry Outreach Trainer from the US Department of Labor, John is authorized to conduct training in accordance with the guidelines provided by the OSHA Training Institute.

Health Fair

On Devil's Night, or Hell Night, mischief abounds, but at the stroke of midnight Conduit Associates had to behave, as they were instructed to start a fast and refrain from smoking in preparation for their blood to be drawn on Halloween. No vampires were involved; just support staff from Good Shepherd Medical Center ready to get to work at 7:00 AM, when associates from the Gilmer and Avinger facilities began to cross the threshold of the temporary clinic set-up for health screening and assessment. In an attempt to make the fast tolerable there was a promise of snacks following the health fair, including sandwich platters from Subway starting at 6:30 AM.

Attendance was free to associates and their spouses and it satisfied one of the five H.A.S. incentive contributions for 2012. Associates received one "Wellness Jackpot Card" for each service that was utilized. Vouchers were made available to those unable to attend the Health Fair and could be redeemed at the Gilmer clinic, Good Shepherd Family Health Center, on or before November 9th.

Associates also took advantage of free 7-day gym passes to Anytime Fitness, a free gift card for registering as a new Sam's Club member and drawings for prizes. In addition, 16 Avinger Associates and 45 Gilmer Associates felt the pinch, as they received their annual flu shots at the fair.



Staying Healthy During Flu Season

While you are healthy and not showing any symptoms of the flu or the H1N1 infection, in order to prevent proliferation, aggravation of symptoms and development of secondary infections, some very simple steps, can be practiced:

1. Wash your hands frequently.
2. Use the "hands-off-the-face" approach. Resist all temptations to touch any part of your face.
3. Gargle twice a day with warm salt water (use Listerine if you don't trust salt). H1N1 takes 2-3 days after initial infection in the throat/nasal cavity to proliferate and show characteristic symptoms. Simple gargling prevents proliferation. In a way, gargling with salt water has the same effect on a healthy individual that Tamiflu has on an infected one. Don't underestimate this simple, inexpensive and powerful preventative method.
4. Similar to 3 above, clean your nostrils at least once every day with warm salt water. Blowing your nose hard once a day and swabbing both nostrils with cotton buds dipped in warm salt water is very effective in bringing down viral population.
5. Boost your natural immunity with foods that are rich in Vitamin C.
6. Drink as much warm liquids (tea, coffee, etc) as you can. Drinking warm liquids has the same effect as gargling, but in the reverse direction. They wash off proliferating viruses from the throat into the stomach where they cannot survive, proliferate or do any harm.

Baby Shower and Delivery

On October 28th, Manohar Taware and his friends arranged a baby shower for his wife, Bhagyashree. They chose a jungle theme for the party and decorated accordingly. The party was complete with good food, games, lots of laughter and packed full of traditions. The invited guest list was made-up of the couple's friends, including Robroy colleagues, and Bhagyashree's parents who had arrived in the US for the new baby's arrival.



Shubha Manohar Taware

On November 09, 2012, a handsome 6 pound, 10 ounce baby boy was born to the Tawares. He arrived at 1:31 in the afternoon and stretched to a length of 19 inches. His mom and dad named him Shubha Manohar Taware and his proud dad said, "He is a healthy boy and likes to sleep a lot"

Congratulations on your new arrival, Manohar and Bhagyashree.



Manohar, his wife, Bhagyashree and their daughter.



Great decorations, flowers, balloons and cake!



Family, friends and associates.



Vijay Tahiliani and his wife share in this happy time with the Tawares.

Project Manager Certificate



In an increasingly project oriented world, professional certification ensures that project managers are ready to meet the demands of projects across the globe. Project Management Institute (PMI) is the world's leading professional organization for project management. They are globally recognized and acclaimed for their certification program.

On October 1st, Manohar Taware passed the PMI certification exam. As a Project Management Professional, Mahohar was issued global credentials to that effect. He met all of PMI's requirements with regard to defining and overseeing projects and resources by demonstrating his experience, knowledge and performance.

Congratulations, Manohar, on this fine achievement.

Health Fair and Flu Shots

Duoline Technology got on the bandwagon with other Robroy divisions and provided a health fair for employees this year on October 31st. Seven bright and bushytailed Duoline Associates met with personnel from Good Shepherd Medical Center at 6:00 AM to begin their screening.

As was the case with the Conduit Division, flu shots were provided in conjunction with other screening and assessments and three associates took advantage of that offer. For individuals who participated in previous health fairs, their baseline information was compared with the October 31st data enabling the evaluation of an individual's progress. It is hoped that the results were not too scary on that Halloween Day.



LUKOIL Oil Company visit

Important Visitors

LUKOIL Oil Company is a Russian oil company. Its name was derived from the first letters of the three cities in which its oil production was established: Langeepas, Urai, Kogalymneft. Eight production engineers from LUKOIL Oil visited Duoline Technologies on Sept 12, 2012. The group came to Duoline Technologies to evaluate the Duoline manufacturing facility for quality, process and capacity. LUKOIL is currently evaluating applications for 2013 and 2014 with some applications extending into 2017.

Agshin Mammadov and Lynn Bortolussi, Account Managers for Maxtube, were also present on this visit.

The following are LUKOIL Oil Company statistics as posted on their Web site www.lukoil.com :

- 0.8% of global oil reserves and 2.2% of global oil production
- 16.6% of Russian oil production and 17.7% of Russian oil refining
- The 3rd largest non-state publicly traded oil company worldwide by proven reserves of hydrocarbons



Tenaris

- The 6th largest non-state publicly traded oil company worldwide by production of hydrocarbons
- The largest Russian oil business group with sales of over US\$133 billion and net income of over US\$10 billion
- The company with second largest trading volumes among foreign companies traded on the London Stock Exchange (IOB) in 2011
- A leader among Russian oil companies for openness and transparency. The first Russian company to receive full listing on the London Stock Exchange
- The only private Russian oil company whose share capital is dominated by minority stakeholders
- One of the largest taxpayers of the Russian Federation. The total amount of taxes paid in 2011 is US\$38.4 billion

On Sept 18th Luca Del Core, Quality Assurance Control Engineer for Tenaris, visited the Duoline facility along with Ian Ferrier of Maxtube Quality Assurance. Mr. Del Core was representing ENI, an Italian multinational oil and gas company and currently Italy's largest industrial company. ENI is classified by sales as "supermajor" together with BP, Chevron, ExxonMobil, ConocoPhillips, Shell and Total SA.



Sabine Pipe

Oct 4th was another day for visitors at the Duoline facility in Gilmer. Will Adamson, President of Sabine Pipe, Ken Chamberlain, Vice President - Sales, and Greg Reitz, Executive Account Manager, provided a wonderful barbeque lunch for Duoline Associates. Since 1945 Sabine Pipe has proudly served the oil and gas industry. When Duoline built its new facilities in East Texas back in 2009, Sabine partnered with Duoline focusing to provide joint customers with quality products, on time service and outstanding delivery!

Benefits Bulletin Board

Smile! Robroy's Dental Insurance is now through MetLife

As a reminder for those associates who elected dental insurance for 2013, the new carrier is MetLife. You will receive an enhanced level of benefits and covered services for a reduced payroll deduction. Remember to use a MetLife provider to minimize out-of-pocket costs. You can verify if your provider is in the MetLife network by calling MetLife toll-free at 1-800-275-4638 or visiting the website www.metlife.com.

If you or a family member is in the midst of treatment that might overlap into 2013 such as orthodontics,

root canals, bridges, dentures and crowns, you should check with your dentist to discuss the transition of care into the new year under the new plan.

Complete the BCBS Health Assessment Online to get healthy and earn credit towards your 2013 Robroy wellness incentive contribution

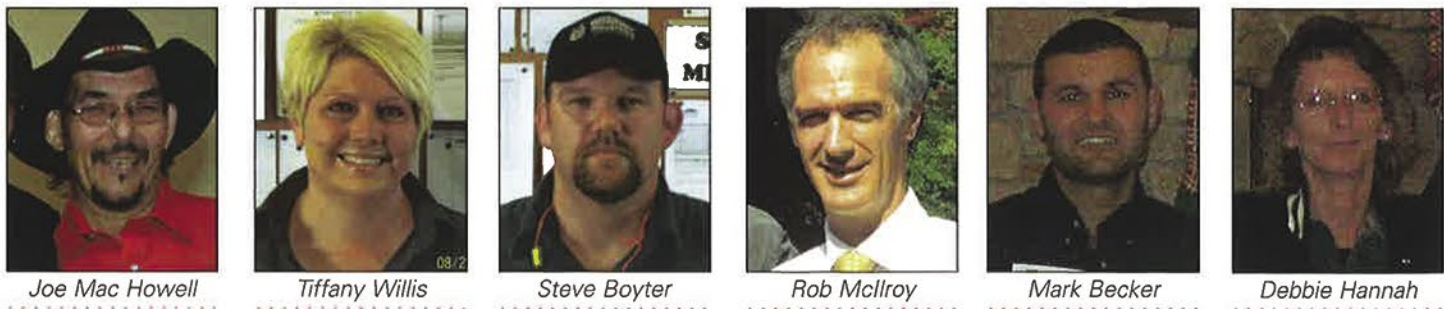
An important step in taking control of your health is to know and understand your current health status. Your health status is influenced by many behaviors as well as health history. Robroy makes the Health Assessment available to associates and their covered family members through the BCBS website at no additional cost. Your personal data is protected health information and is protected under HIPAA; this means no one can see your personal health information.

Remember, those associates who complete the health assessment prior to June 30, 2013 along with other wellness activities are eligible for the Robroy wellness incentive contribution to the Health Savings Account which is scheduled to be made in July 2013.

To complete the confidential questionnaire and get a personal action plan for improving your health:

1. Go to the UltiPro Home Page Web Access, click on the BCBS web link
2. Log into the BCBS website (read & agree to the Terms of Use if appropriate)
3. Under Quick Links, click on the Health Assessment link to launch the questionnaire

SERVICE AWARDS



NAME	YEARS SERVICE
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Conduit Division

Deborah Ford	20
Joe Mac Howell	20
Tiffany Willis	5
Steve Boyter	5

Headquarters

Rob McIlroy	20
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Stahlin

Mark Becker	25
Debbie Hannah	25
Tom (Tiny) Mitchell	25
Ron Mier	20
Guy Jeffrey	10
Tina Taylor	5



Tom (Tiny) Mitchell Ron Mier



Guy Jeffrey Tina Taylor

RECIPE



Greek Yogurt with Warm Black and Blueberry Sauce

Substitute fresh berries for frozen when making this year-round treat in the summer. This sauce also pairs well with biscuits or as a stand-in for syrup on pancakes.

Ingredients

- ¾ cup of frozen blueberries
- ¾ cup of frozen blackberries
- ½ cup of water
- ¼ cup of sugar
- 2 tablespoons of fresh lemon juice
- 1 tablespoon butter
- 2 cups plain 2% reduced-fat Greek yogurt

Preparation

- Combine first 5 ingredients in a small saucepan. Bring mixture to a boil. Reduce heat to medium-low; gently boil 10 minutes or until sauce thickens. Stir in butter.
- Spoon ½ cup yogurt into each of 4 bowls; top each serving with about ¼ cup sauce. Serve immediately.

Maureen Callahan, Cooking Light© 2012 Time Inc. Lifestyle Group, July 2011